



Kaleidoscope Youth Center

Cultivating Affirmation & Belonging for LGBTQIA+ Youth



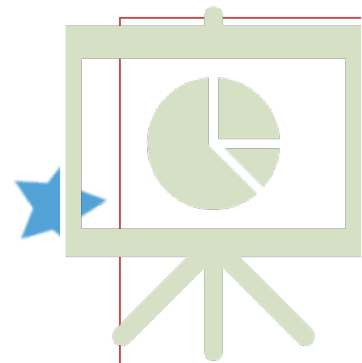
Belonging Begins Here

Kaleidoscope Youth Center is the largest and longest serving organization in Ohio solely dedicated to serving and supporting LGBTQIA+ youth

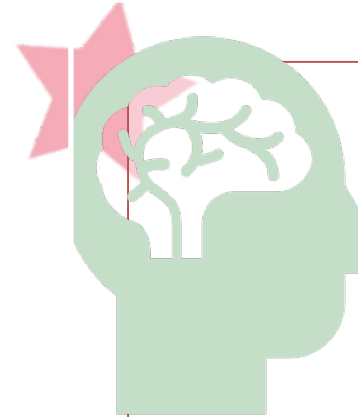




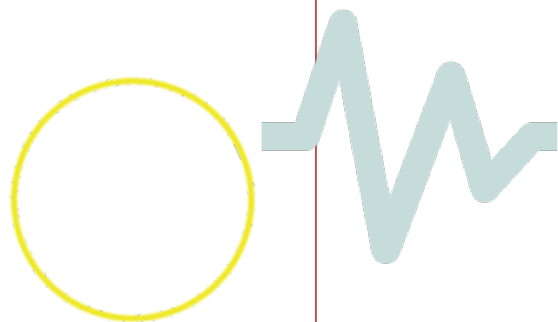
Context



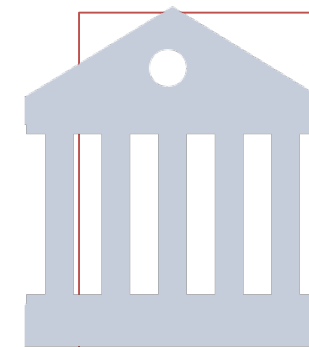
Historical inequality of sexual rights



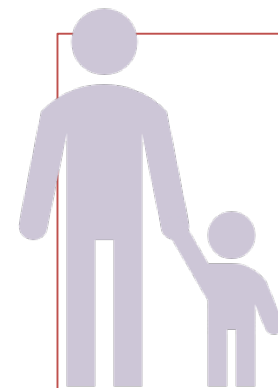
History of mental health treatment



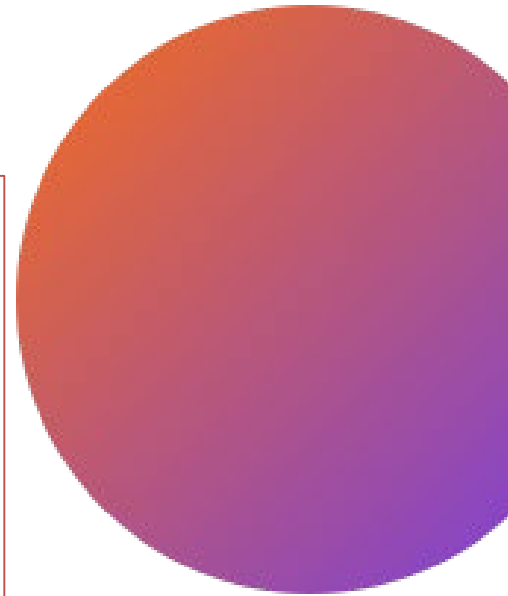
Discrimination's effects on young people



"-isms" in systems and institutions



Adultism





We at Kaleidoscope Youth Center believe that all people, no matter how young, are the experts in their own experiences and should have control over their own private lives and their own futures.



Agenda





Findings from the GLSEN 2021 National School Climate Survey demonstrate that **Ohio schools were not safe for most LGBTQ+ secondary school students.**

In addition, many LGBTQ+ students in Ohio **did not have access** to important school resources, such as an LGBTQ-inclusive curriculum, and **were not protected** by supportive and inclusive school policies.



Discrimination in Ohio Schools

LGBTQ students in Ohio are regularly prevented from:



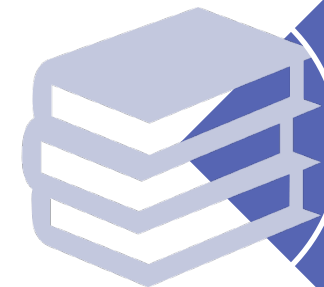
Using their chosen name or gender pronouns



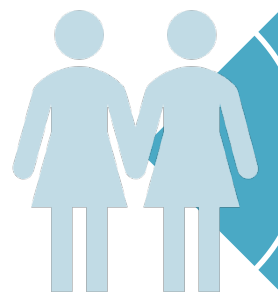
Wearing certain types of clothing in school



Using the restroom or locker room that aligns with their gender



Including LGBTQ+ themes in assignments and/or extracurriculars



Expressing PDA in school



Playing school sports due to an LGBTQ+ identity



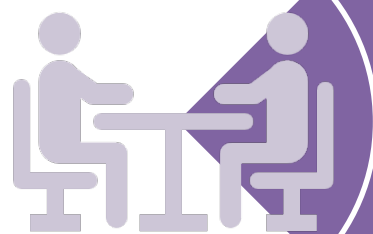
Discrimination in the Workplace



16% of LGB people report having been fired because of their sexuality



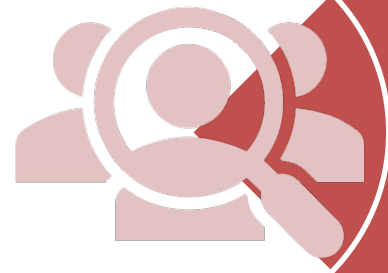
18% of LGB people report experiencing employment discrimination in applying for and/or keeping a job because of their sexuality



30% of transgender people report being fired, denied a promotion, or not hired because of their gender identity or expression



Discrimination in the Workplace



Over one third of LGB people report having been harassed at work



Over half of LGB people report having heard derogatory comments about sexual orientation and gender identity in their workplaces



Over half of transgender people have avoided using a public restroom in the past year



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Is it any wonder that over half of transgender employees and only one third of LGB employees are actually “out” at work?



Anti-LGBTQ Discrimination means:

- more missed school
- lower GPAs
- lower self-esteem

Source: 2019 National School Climate Survey
Learn more at glsen.org/nscls

GLSEN[®]





While many students are open about their LGBTQIA+ identity at school, **only 21% are out at home.**

2/3 of LGBTQIA+ students have heard family members making negative comments about LGBTQIA+ people

Privacy and confidentiality are extremely important



Housing Insecurity





Housing Insecurity

38% of transgender girls/women

39% of transgender boys/men

35% of nonbinary youth

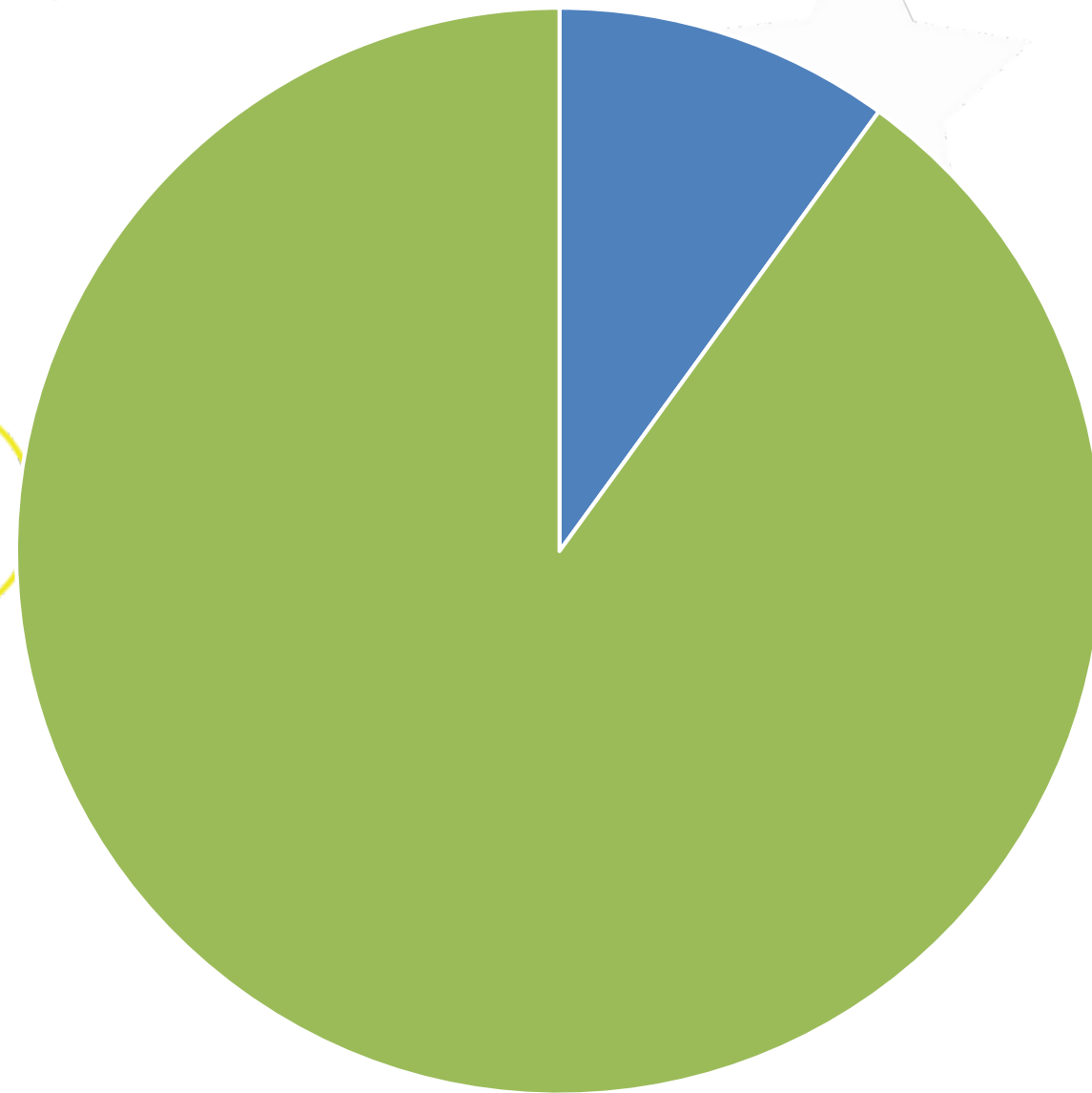
report experiencing homelessness and/or housing instability compared to 23% of cisgender LGBTQ youth



Experiences in Foster Care

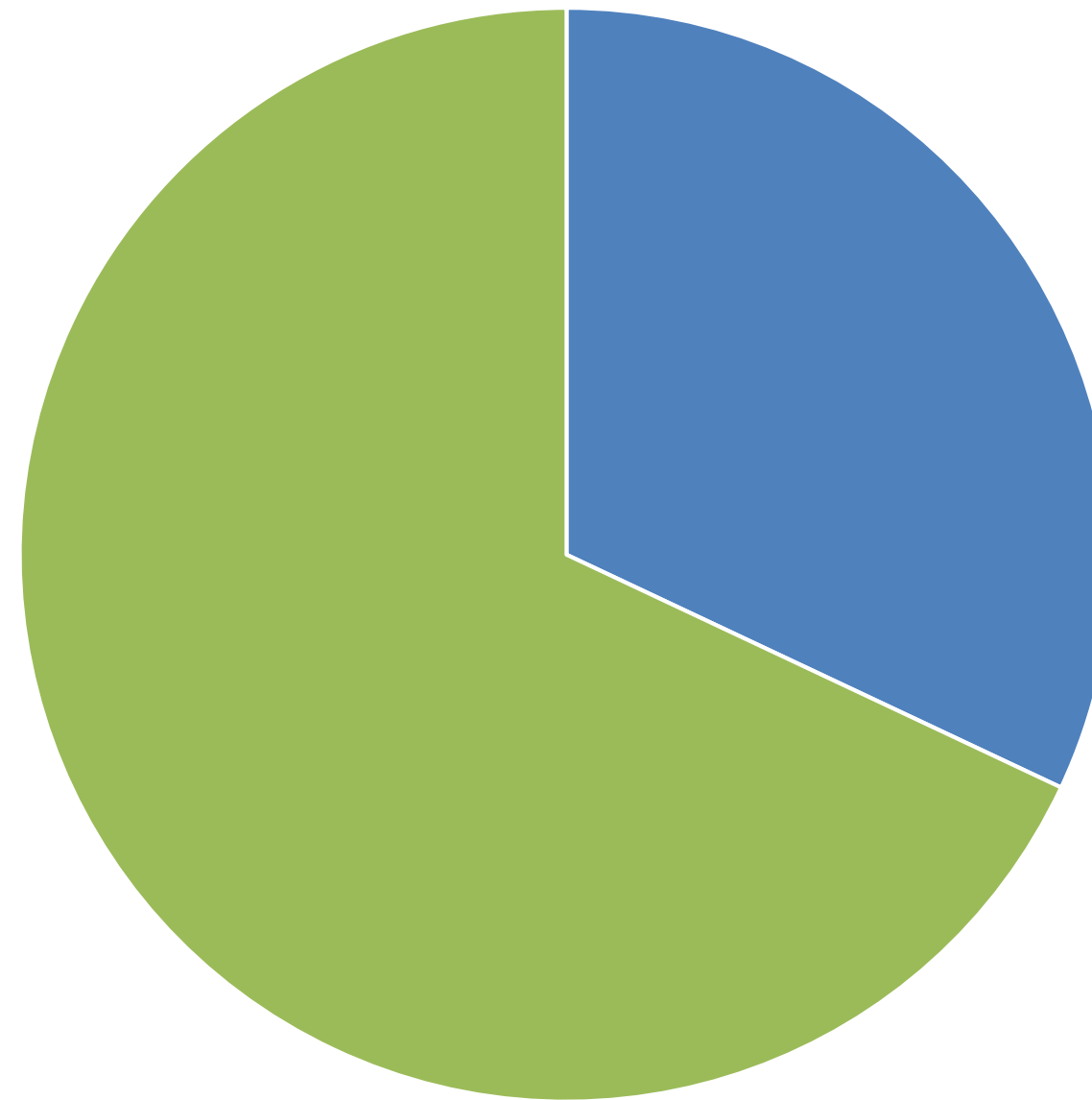


★ Youth in the USA

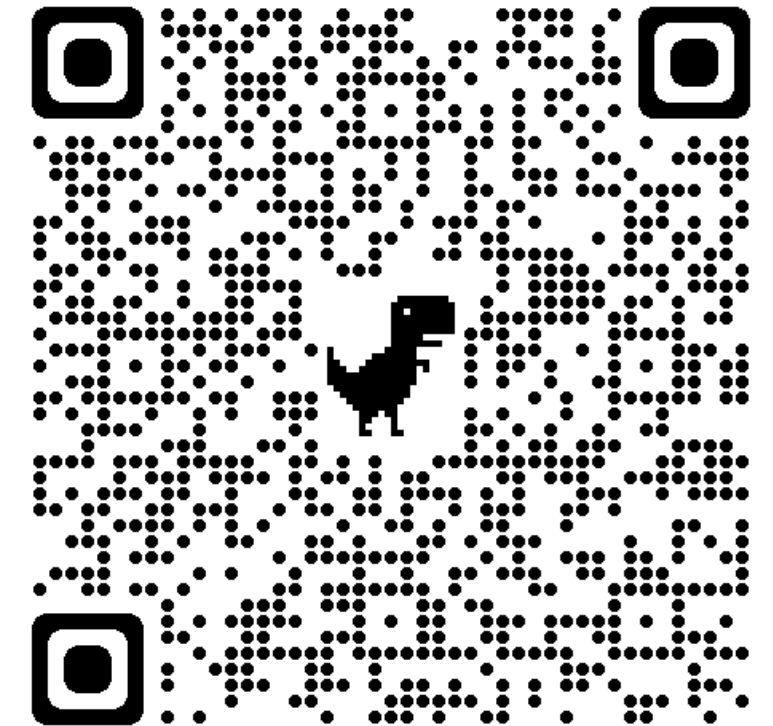


■ LGBTQ+ ■ Cisgender/Heterosexual

★ Youth in Foster Care



■ LGBTQ+ ■ Cisgender/Heterosexual





LGB Youth who come from highly rejecting families are 8.4 times as likely to have attempted suicide as their LGB peers who reported no or low levels of family rejection

Each episode of LGBT victimization increases the likelihood of self-harming behaviors by 2.5%.



In 2021, over one quarter (26.3%) of **LGB** high school students reported attempting suicide in the prior 12 months.

That rate was **five times higher** than the rate reported among heterosexual students.

Overall, 45% of **LGBTQ** youth seriously considered attempting suicide in the past year, compared with 22% of youth overall.



**But what does
“supportive” look like?**



Appreciate and understand the diversity within the LGBTQIA+ community.

There is no one-size-fits-all!



Support the Coming Out Process

Thanks for
trusting me
with this
information!

Is this
common
knowledge or
confidential?

How can I
support you?



Avoid Assumptions!

We don't assume name,
please don't assume
gender, pronoun,
relationship, or family type.

Using gender neutral
language wherever possible
can help!





Call Out Negative Behavior

1. Immediately
2. Name it
3. Make it a teachable moment
4. Support the target
5. Hold aggressors accountable
6. Encourage them to hold each other accountable

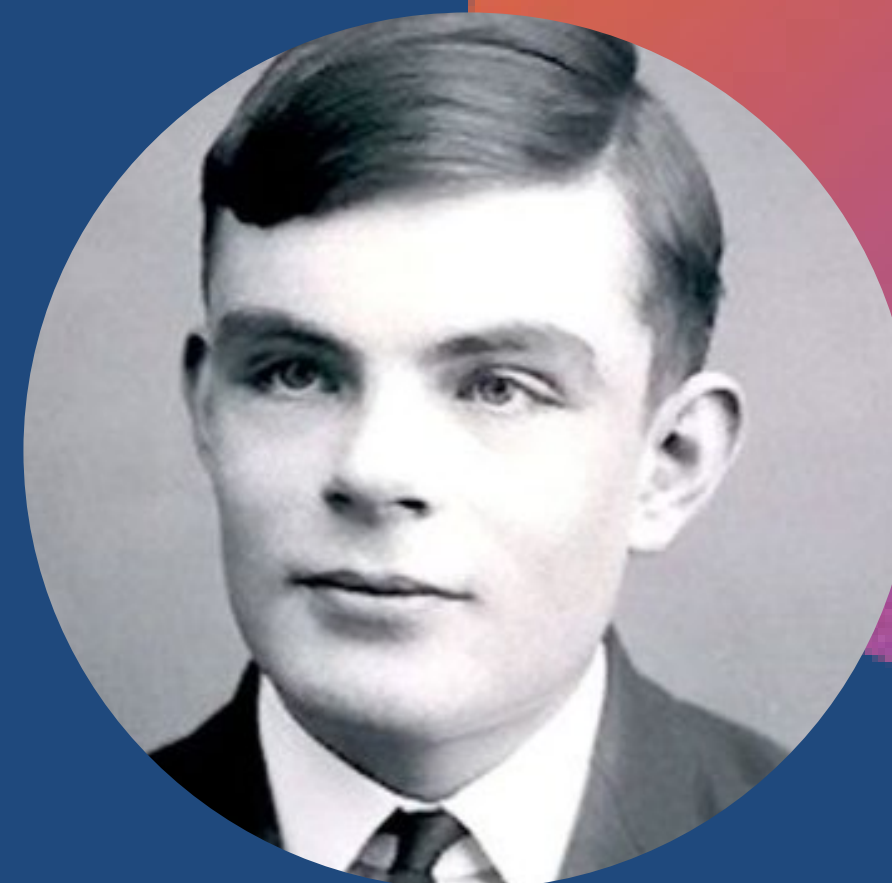




**Remember:
LGBTQ+ identities are not
a “taboo” topic!**

Use Inclusive Materials

1. Teach about diversity in **nature**
2. Use **books** with a diverse set of characters and family structures
3. Remember the gay liberation movement in **US History**
4. Don't hide the **identities** of historical figures



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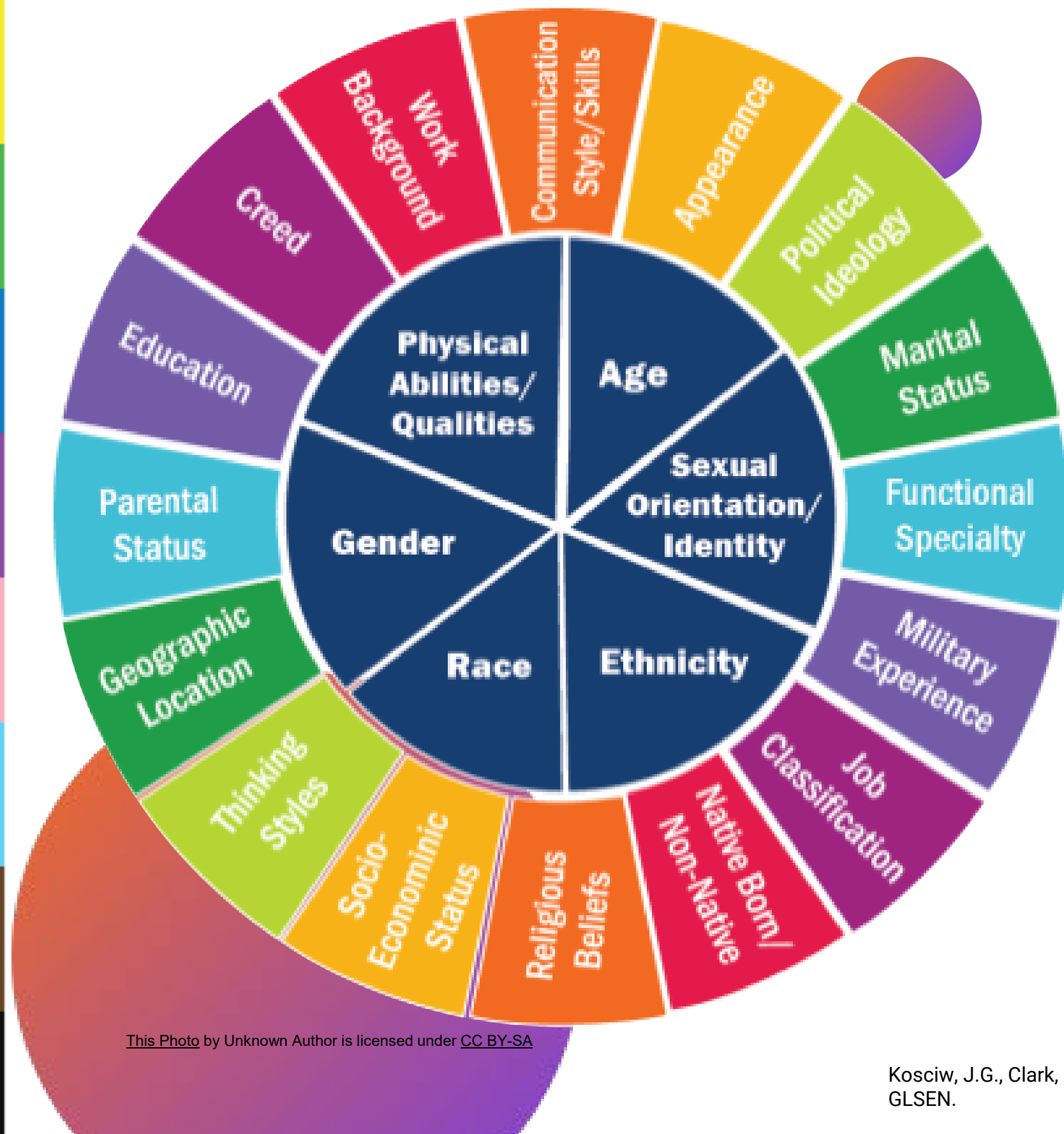
All-gender restrooms are important resources for those who don't feel safe in a gendered restroom.

Consider **privacy** in a locker room situation, or another space where participants may need to change their clothes.



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According to GLSEN:

The goal of any anti-bullying and harassment policy is to protect all students, but research has continually shown that **enumeration**, or specifying categories of students, is critically important for an effective policy.

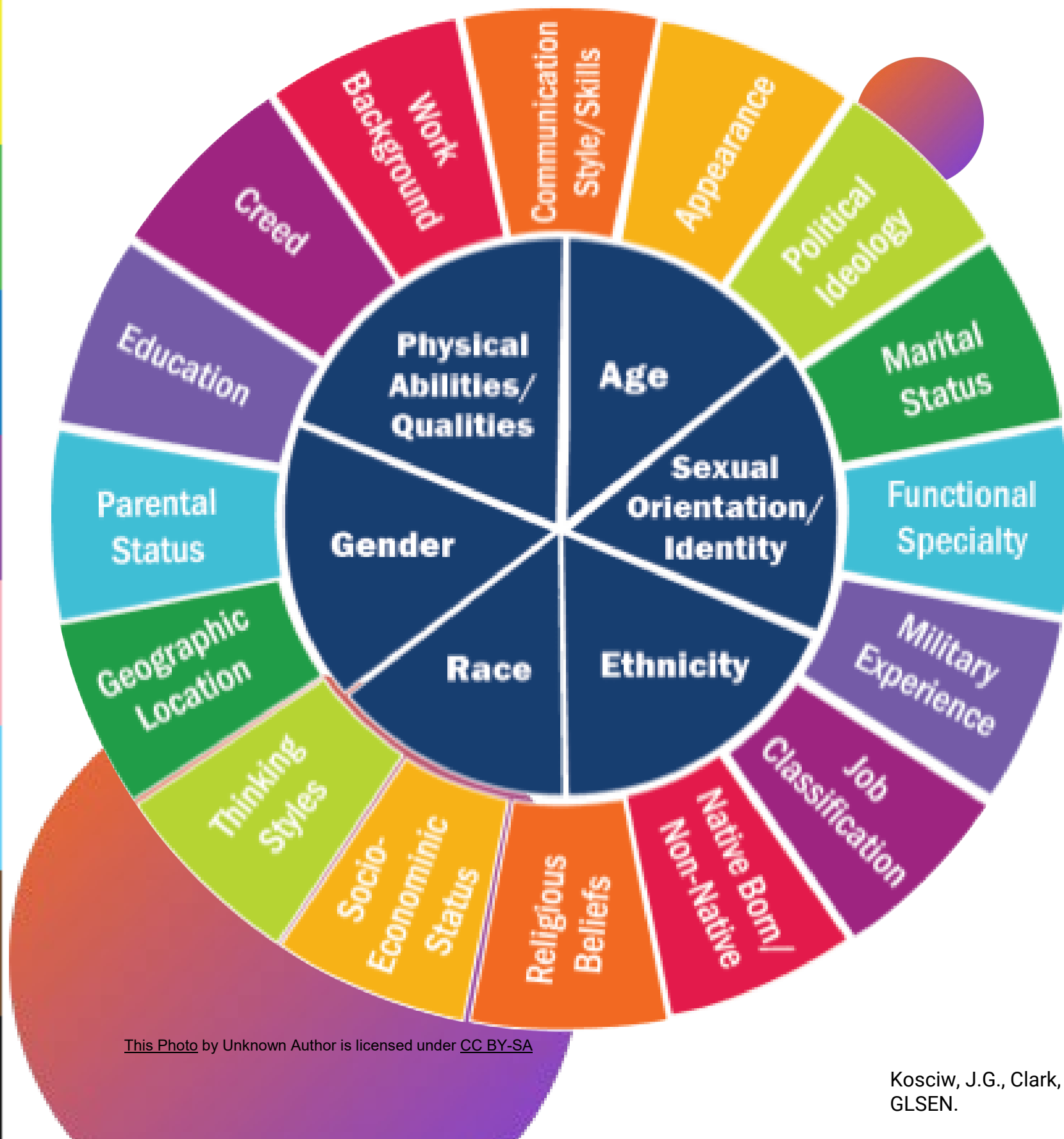


Enumeration should include characteristics like race, religion, sex, disability, sexual orientation, gender identity, and gender expression.

Research has consistently shown that:

- students experience less bullying and harassment
- they feel safer overall
- teachers are more likely to intervene to prevent incidents of bullying and harassment

in a school with an enumerated anti-bullying and harassment policy.



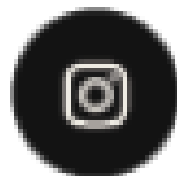
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Learning people's pronouns???

What's next? I have to memorize
someone's individual name out of the
millions of possible other names?



Please let us know how you're feeling now that this training is complete.

Your response will help us evaluate and improve upon future programs!

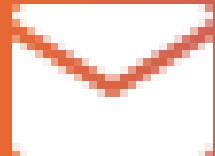
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